



Manage Officer Distribution and Assignment



Terminal Learning Objective

- **ACTION:** Manage officer distribution and assignment
- **CONDITION:** Given scenarios and access to AR 600-8-11 and AR 614-100.
- **STANDARD:** IAW AR 600-8-11 & AR 614-100, complete matrices on officer distribution and assignments considering the basic guidance for officer distribution and assignments, the requisition cycle, and officer distribution and assignments tasks.

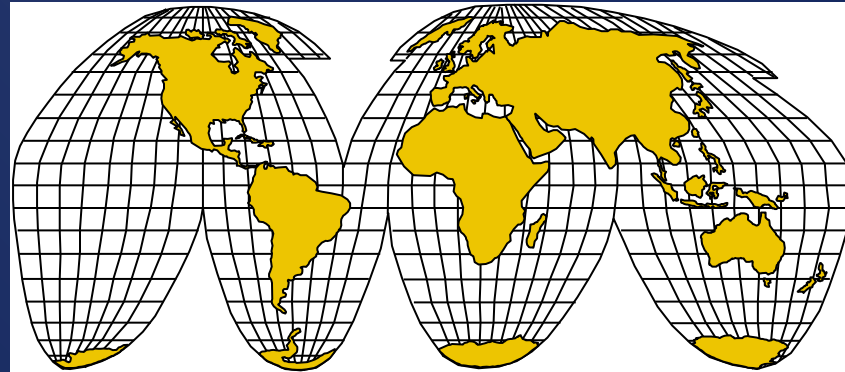


Manage Officer Personnel Assignment Operations Objectives

- **Know the officer assignment process**
- **Interpret the officer distribution plan (ODP) and develop a local ODP**
- **Certify officer requirements by area of concentration and grade**
- **Assign, or recommend assignment, of officer personnel**



MISSION



**IAW Army Leadership
priorities, manage the
distribution and assignment
of over 50,000 commissioned
and warrant officers in
support of Army Missions**

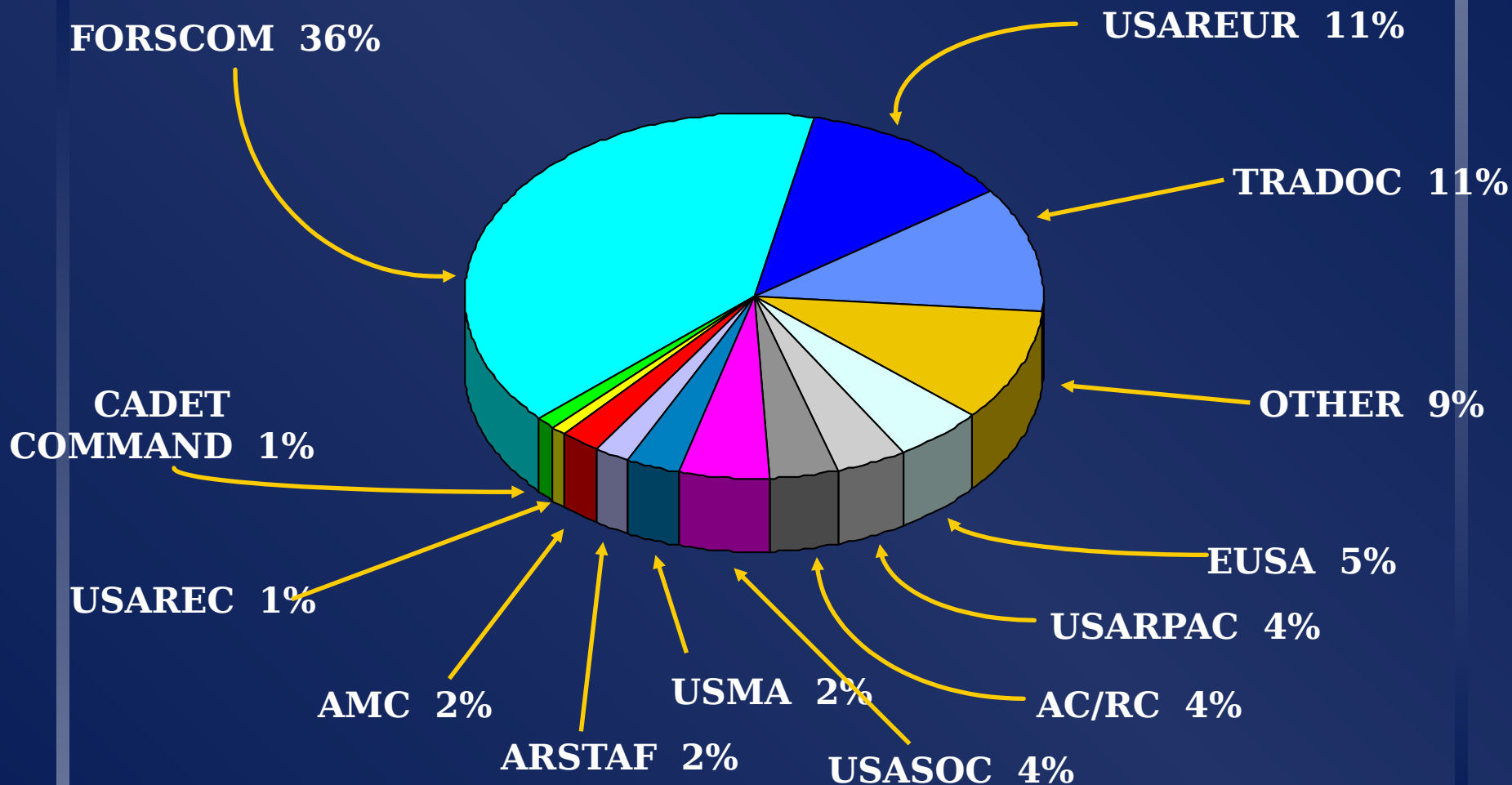


MISSION

- **Little DD/Army/MACOM = Approved ODP**
- **DD Ops Executes**
 - **Determines which positions will be filled first & last**
 - **Goal is 100 % by end of FY**
 - **Branches execute only requisitions built by DD Ops**



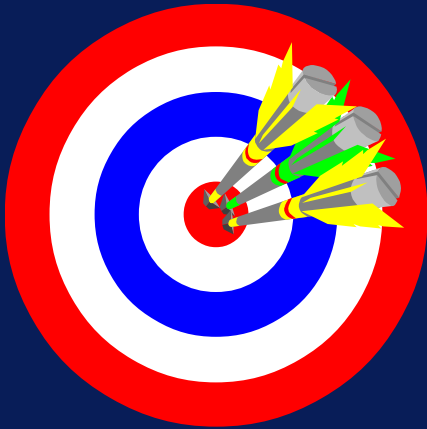
Officer Breakout



MANAGE OVER 90% OF THE ARMY'S ODP SUPPORTED POSITIONS



The Target - FY00 ODP



TARGET - 100%
OF “ODP” FOR
ALL GRADES

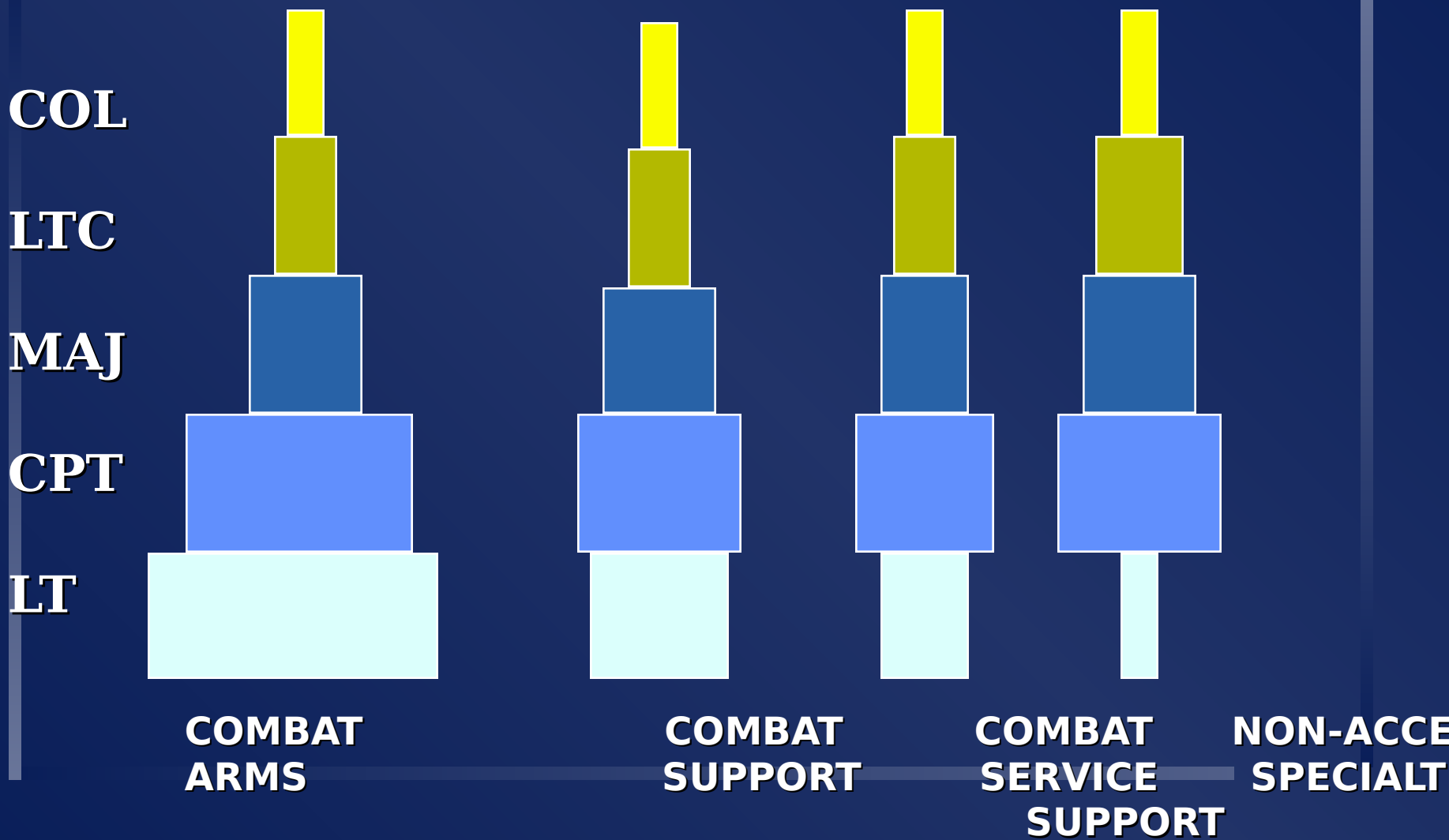


ODP

- **A single-source document that allocates officers by specialty and grade to MACOMs IAW established priorities and approved authorization.**

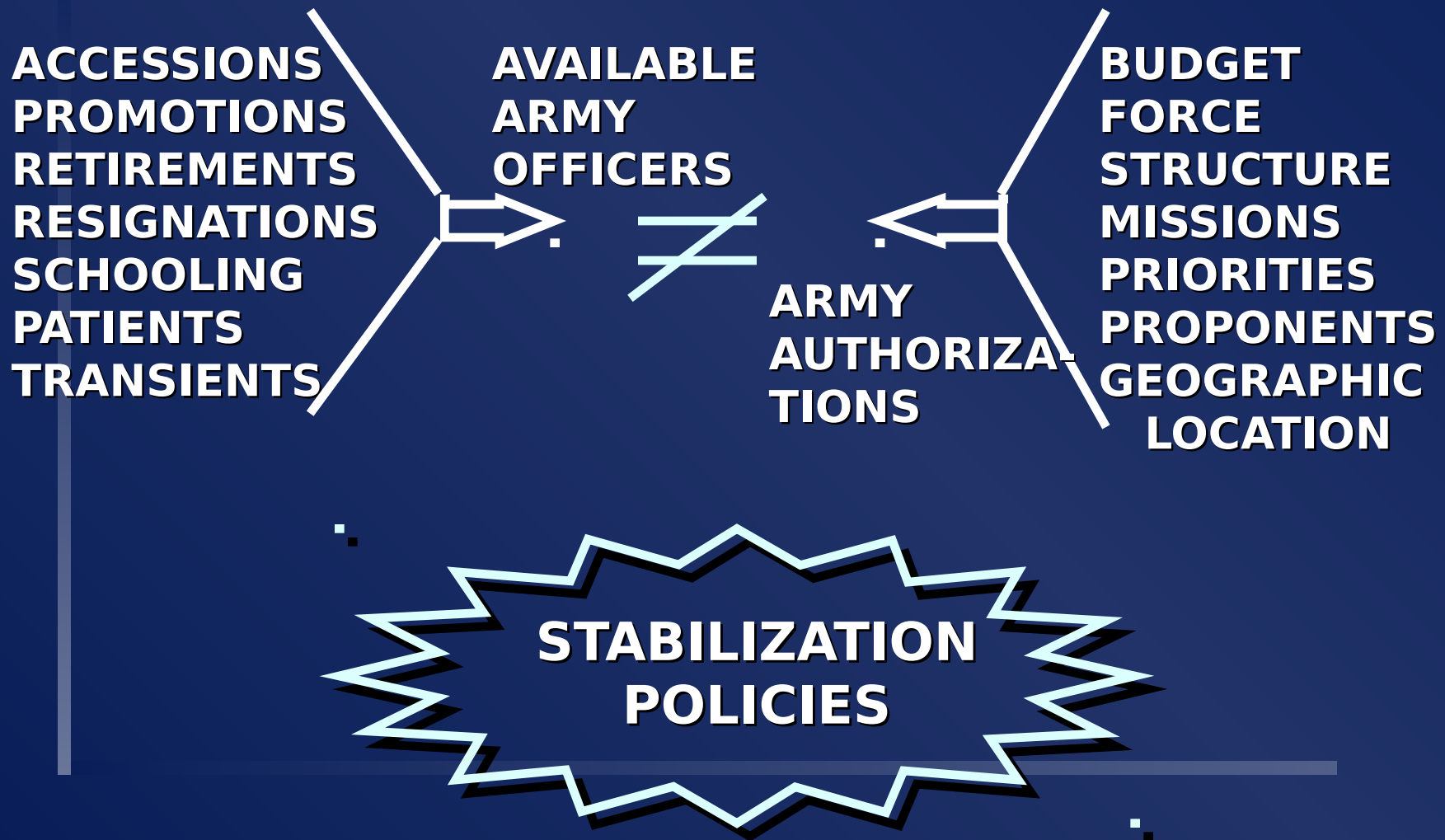


Authorizations





Distribution Challenge





ODP Development

- **Step 1: Determine the projected inventory and authorization.**
- **Step 2: Develop the Asset Utilization Plan.**
- **Step 3: Load the Personnel Priority Model with revised data.**



Formula

➤ **UNIT OPERATING STRENGTH +
GAINS + PROMOTABLE
OFFICERS FROM LOWER
GRADES - LOSSES**



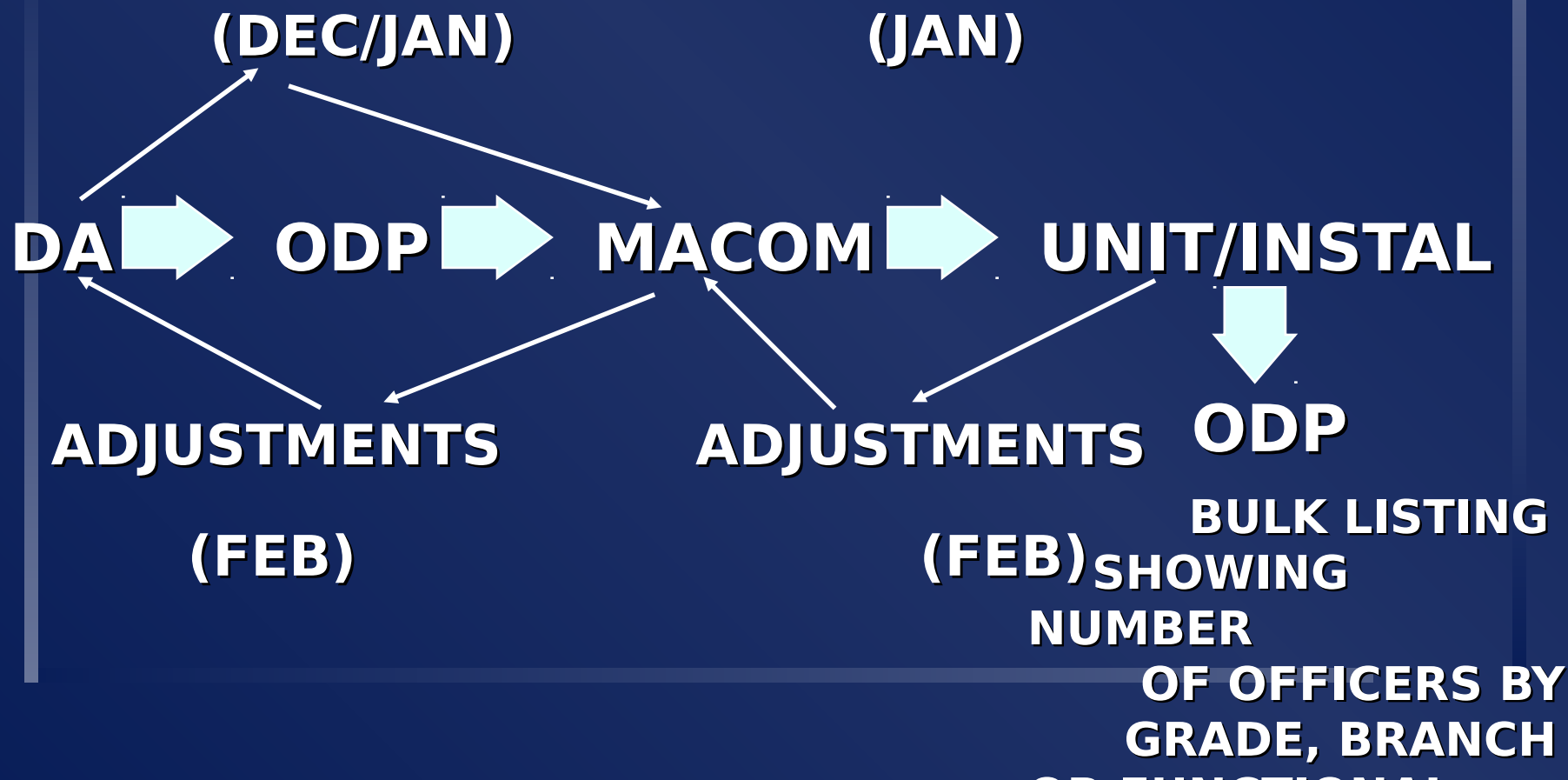
ODP Key Points

- **Tool for branches and MACOMs to assign by branch and functional area**
- **Built by DCSOPS and DCSPER**
- **Published annually (Dec/Jan) with adjustment window (Mar/Apr)**
- **Warrant Officers through LTC in all OPMS managed branches/FAs**
- **DAMPL determines the priority, not number of authorizations - not all organizations equal**
- **ODP, not authorizations, is the basis for validating requisitions**



ODP Adjustment

FINAL ADJUSTMENT (FEB/MAR)





Department of the Army Master Priority List (DAMPL)

- **The DAMPL prescribes priorities upon which the Army allocates materiel and personnel to commands and activities worldwide. It places all units in one of five categories, numbered I through V with category I units having the highest priority claim for assets.**



Personnel Priority Model (PPM)

- **The PPM is a computer model used by DA for distribution of officers by specialty and grade according to the priority sequences established by the DAMPL. The model establishes a relative fill ratio for the five DAMPL categories in order to ensure the priorities for support established by the Chief of Staff are met, and to ensure that every command gets some of the specialties and grades for which requirements exist.**



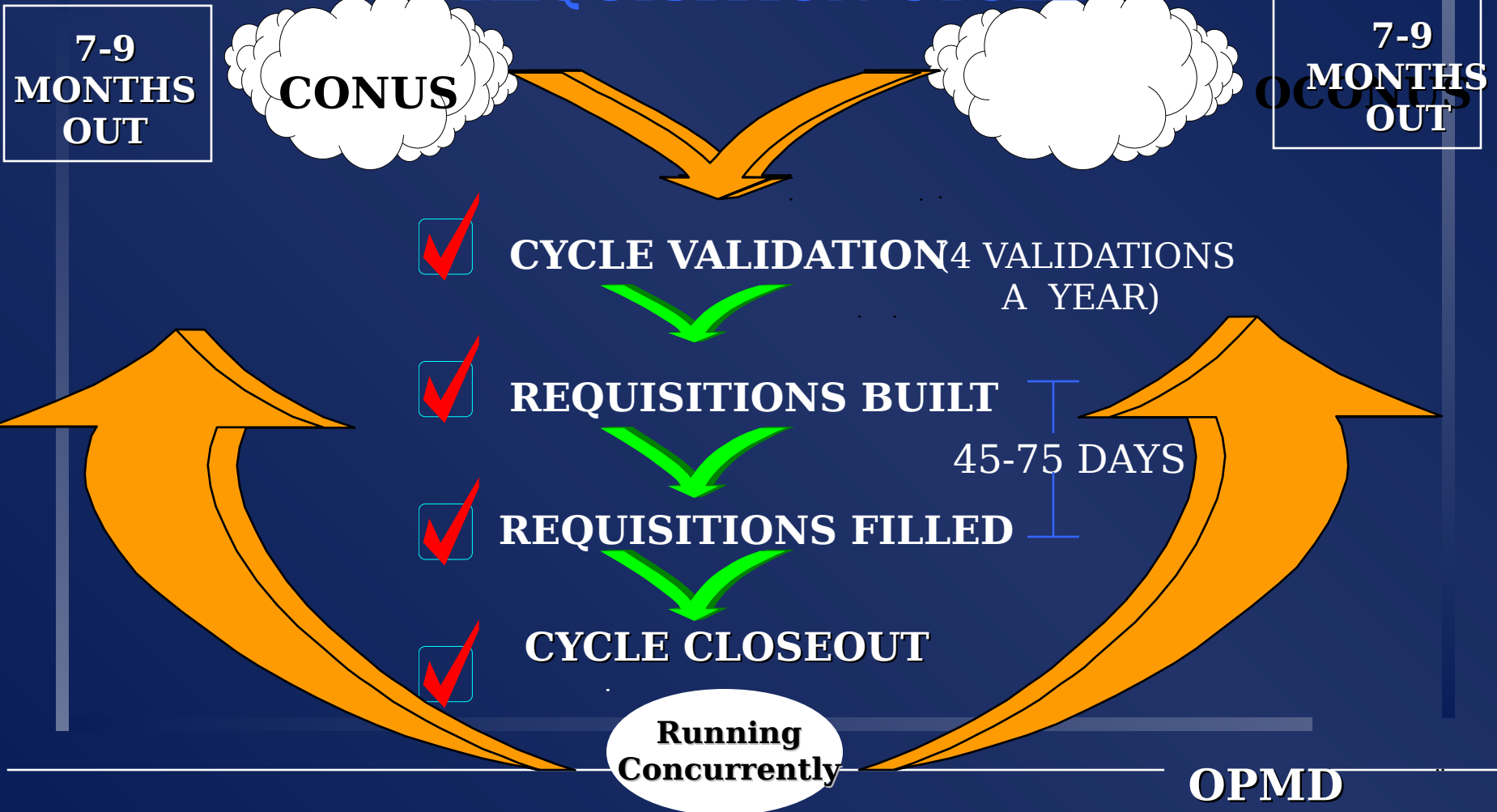
FY 95 ODP Development Personnel Priority Groups

- **DAMPL priority reflected in the PPG**
- **PPGs provided to PERSCOM by DCSOPS**
- **Examples:**
 - **Excepted Units: JOINT, SOCOM, AC/RC, RGR REG**
 - **PPG1: USMA, CGSC, NTC, SF GRPS**
 - **PPG2: 82d, 101st, 3ID, 1CAV, 3d ACR, 2ID, 10MT**
 - **PPG3: 1AD, XVIII CORPS, USAREC**
 - **PPG4: 1ID, 4ID, ROTC**
 - **PPG5: CONUS TNG BASE**



Officer Requisition System

REQUISITION CYCLE





Mission



7 - 9 MONTHS



Officer Requisition System

Distribution Operations Branch

What Is Cycle Validation?

- **Process of Determining Most Effective Distribution of Officers Available for Reassignment**
- **Considers Prioritized Army Requirements and Professional Development Needs of the Individual Officer**
- **Culminates in the Validation Meeting when Assignment Branches Formally Meet with Distribution Operations**

SUCCESS = THE RIGHT OFFICER, AT THE RIGHT PLACE, AT THE RIGHT



Requisition Processing

- **Step 1: Generation of unvalidated requisitions by TA PERSCOM**
- **Step 2: Reconciliation of requisitions by MACOM Account Managers**
- **Step 3: Validation by PERSCOM Branch Assignment Managers**
- **Step 4: Distribution of validated requisitions to MACOMs**
- **Step 5: Distribution by MACOMs to Installations/Addition of Special Requirements**
- **Step 6: Branches Fill**



THE OFFICER REQUISITION CYCLE **SCHEDULE FOR FY 01**

CYL REPORT OPEN	REPORT CYCLE MONTHS CLOSEOUT	CYCLE BEGINS	MUST FILL REQS ON	CAREER MGRS REVIEW REQMTS	VALIDATION MEETING	REQS FOR
1	OCT-DEC	MAR	24 MAR 00	3-11 APR 00	13 & 14 APR 00	28 APR 00
ALL REQUISITIONS TO BE BUILT AS 0010						
2	JAN-MAR	JUN	23 JUN 00	3-11 JUL 00	13 & 14 JUL 00	28 JUL 00
ALL REQUISITIONS TO BE BUILT AS 0101						
3	APR-JUN	AUG	25 AUG 00	4-12 SEP 00	14 & 15 SEP 00	29 SEP 00
ALL REQUISITIONS TO BE BUILT AS 0104						
4	JUL-SEP	SEP	27 OCT 00	6-14 NOV 00	16 & 17 NOV 00	1 DEC 00
ALL REQUISITIONS TO BE BUILT AS 0107						

DATE PREPARED: 12 OCT 99



Installation Assignment Considerations

- **Officer Distribution Plan**
- **Command guidance**
- **Needs of the organization**
- **Professional development**
- **Officer's preference**



Assignment Factors

- **Availability of officer for assignment**
- **Grade and specialty requirement**
- **Manner of performance**
- **Career development needs**
- **Civil education requirements**
- **Army Educational Requirements Board (AERB) utilization**



Assignment Priorities

- **Overseas commands**
- **USMA, ROTC, USAREC, AC/RC**
- **Joint & Army Staff agencies**
- **The rest of the Army IAW ODP**



Constraints

- **Student status**
- **Assigned to readiness region, ROTC, USAREC, USMA; unless they have 36 months on station**
- **Overseas that have not completed 5/6 of a 36 month tour**
- **Mandatory release from active duty**
- **One time non-select for promotion**
- **Approved resignation or relief from activity duty**
- **Home base assignment from a hardship tour**



Reassignment Guidelines

- **Reassignment within CONUS/retirement not authorized**
- **Reassignment made in conjunction with completion of normal tour**
- **Promotion not basis for PCS reassignments**
- **Personnel serving overseas encouraged to extend**
- **Second PCS in same fiscal year not authorized**
- **Conus tour length - 48 months**
- **Completion of stabilized tour not basis for reassignment**
- **Make most cost effective move**



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